Recruiting Diverse Librarians: Residency Programs as an Entry Point to the Academic Librarian Profession in the United States

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What is a Residency?

"Post-degree work experience designed as an entry-level program for professionals who have recently received a graduate degree."

> -Association of Library and Information Science Education (ALISE), 1992

Residency # Internship

Characteristics of Residency Programs

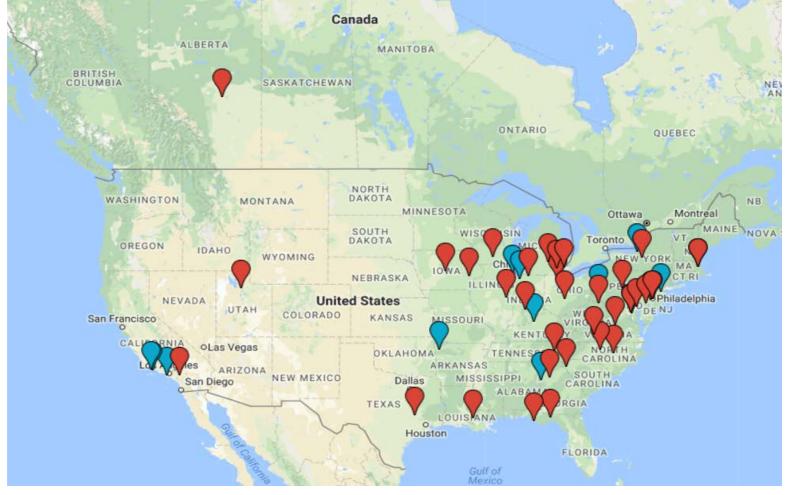
- Length: typically 1-3 years
- Type of institution: Mostly academic libraries
- Number of residents: 1 or a cohort (2+)
- Specialization: Departmental rotation model or focus on specific functional area
- Support for professional development
- Diversity?

What needs are residencies addressing?

- Lack of entry level jobs
- Gap between skills/experience acquired in library school and skills/experience needed in first professional position
- Lack of diversity in the profession

Where are residencies?

Red = Member of ACRL Diversity Alliance



Taken from ACRL Residency Interest Group website (2018): http://acrl.ala.org/residency/programs/

What makes a residency successful?

- Institutional buy-in
- Mentorship
- Strategic planning
- Assessment
- Diversity, equity, and inclusion as part of the library's strategic plan

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